

## CREATION OF CORE VALUES

**PD Ports has had an exciting and eventful year, which as you will be aware has included the acquisition of the entire company by Babcock and Brown Infrastructure (BBI), an Australian Investment Company, listed on the ASX Australian Stock Exchange.**

The new ownership by BBI saw the changes to create a new senior management team. A fresh management structure and new ownership heralded a new philosophy, with the creation of the company's core values based on 'the way we do things' at PD Ports.

PD Ports firmly believes in the progress and development of its employees and one element of this new philosophy is to further develop the skills and nurture the core values of its people. The introduction of a new leadership development programme, which started in September 2006, will see a number of PD Ports' management staff embark on a leadership course, further strengthening their existing skills. You can read more about this programme, called 'Project Odyssey' on page 3.

Moving forward, PD Ports recognises the importance of cementing a set of core values, which the entire company can follow, from dock operators and lorry drivers to senior management; something to work towards and a purpose for what we do as a company on a daily basis.

PD Ports acknowledges its corporate responsibilities and actively practices its core values, which include:

- 1) Always working to a 'safety first' philosophy
- 2) Prepared to invest in both capital and people
- 3) Customer focused and seeking growth and profitability

- 4) Seeking 'world class/best in class' status in all we do
- 5) Punching our weight as a political and economic influencer
- 6) Fully committed to equal opportunities for all employees
- 7) Working to protect and promote environmental interests
- 8) An enjoyable environment to work in with a fair and transparent management style

PD Ports is committed to the future development of its people to ensure a highly productive, growing and successful business. With increasing growth and new developments progressing, it is crucial to maintain a safe and yet enjoyable working environment. By introducing a common set of core values, PD Ports is confident in meeting the expectations of its employees and its customers.

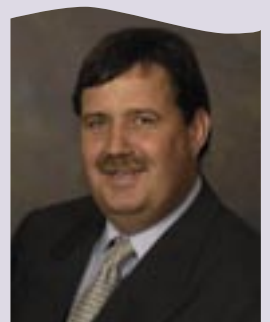
## SALE OF H&L GARAGES

**"Welcome to the latest edition of Forward Link. This edition contains recently announced news about the sale of H&L Garages, our Mercedes Benz commercial vehicle dealership business. The decision was made to sell H&L Garages, which although successful, no longer fits into the long term core strategy of BBI, who acquired PD Ports earlier this year. We wish all at H&L Garages every success for the future.**

Since the last edition of Forward Link, we have created a new set of core values as a business. We have also implemented a new company wide leadership and development training programme to further enhance the management skills of our workforce. You can read more about the plans for this exciting project on page 3.

I am also delighted to report that in July our owners BBI announced the acquisition of Water Container Terminal (WCT) located in Meerhout, Belgium, the second largest inland container port in Europe (by volume). We are delighted to be working with WCT, which will enable us to work directly with shipping lines serving a far wider customer base and reaching new markets. I hope that you enjoy reading about these and other exciting stories developing within PD Ports."

**David Robinson**  
Group Chief Executive, PD Ports



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# WORKING TOWARDS A HEALTHIER TEESSIDE WITH PD PORTS

The UK's leading occupational health provider Grosvenor Health has launched a partnership with PD Ports, Teesport, which looks set to change the way employers and employees in Teesside access occupational health services.

PD Ports, Teesport, has provided Grosvenor Health with new premises at its Tees Dock facility as part of PD Ports' wider safety strategy.

The joint investment between Grosvenor Health & PD Ports now enables the occupational health provider to extend its service to other businesses at the Port and across the whole of Teesside.

Both organisations are hopeful that the introduction of the service will enable employers from the diverse range of local industries to take even greater care of their workforces, which in turn will further support the local economy.

Two local companies already benefiting from the new premises are engineering specialists, Darchem and leading multi-specialist energy services provider, Mitsui Babcock Energy Ltd.

Grosvenor Health currently provides a full in-house multi-faceted service specifically to employees of PD Ports, Teesport. Dedicated occupational health staff monitor the ongoing health of the workforce and also work in partnership with employees and their employer, to help absent staff regain a full working life.

Grosvenor Health has over 20 years experience concentrating solely on the occupational health needs of employers across all business and industry sectors and currently provides services to over 100 major organisations supporting in excess of 200,000 employees across 600 UK sites.

**For more information, contact Ken Smith on 01642 277501 or [ken.smith@pdports.co.uk](mailto:ken.smith@pdports.co.uk)**



## SAMSKIP SAILS INTO HULL

In recent weeks PD Ports has seen a number of new Samskip vessels calling at the Hull Container Terminal (HCT). The latest, Samskip Explorer, sailed into HCT in August on its maiden voyage. The container vessel has the capacity to carry up to 814 twenty foot equivalent units (TEU); in practice, this amounts to around 350 containers, most of which are 45ft long units.

Samskip Explorer is the latest in a class of six ships built to operate out of Samskip's main hub terminal in Rotterdam to destinations around Europe. Two are now regularly employed on the HCT - Rotterdam link to provide three sailings a week in each direction.

Samskip concentrates on providing door-to-door services using 45ft palletwide containers. From Rotterdam, these containers are transported to destinations all over Europe by road, rail and inland waterway or can be transhipped to other Samskip vessels serving ports in the Baltic Sea or Spain.

Jerry Hopkinson, group chief operating officer for PD Ports said, "We are delighted that Samskip is now using these new and larger vessels regularly at HCT. This expanded service is a clear reflection of the continued growth in demand for container handling services and further emphasises the important role that Northern ports fulfill as major container handling gateways to serve Northern UK consumers."

**For more information, contact Paul McGrath on 01482 716831 or [paul.mcgrath@pdports.co.uk](mailto:paul.mcgrath@pdports.co.uk)**



Kriss Lax has recently joined PD Ports as computer systems engineer. Based at

PD Ports, Teesport, Kriss is responsible for providing general IT support throughout PD Ports. Prior to joining PD Ports, Kriss served as a Lance Corporal in the British Army, with the Royal Marines. He has served tours in Bosnia, Northern Ireland and the Gulf. For more information, contact Kriss Lax on 01642 275471 or [kriss.lax@pdports.co.uk](mailto:kriss.lax@pdports.co.uk)



PD Ports has recently appointed Graham Wall as commercial director of containers.

Graham, a qualified mechanical engineer, is responsible for the development and implementation of the company's strategy to further grow the Port's container activities. His role includes the integration of a supply chain management process with the retail sector. For more information, contact Graham Wall on 01642 277518 or [graham.wall@pdports.co.uk](mailto:graham.wall@pdports.co.uk)

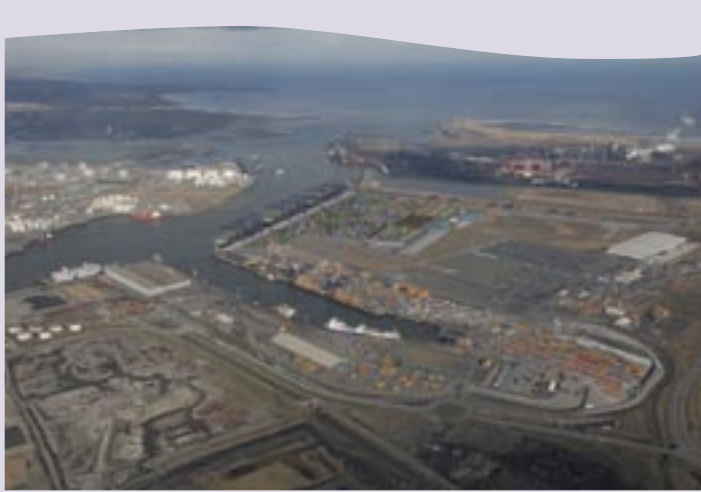


PD Ports has recently appointed Terence Tyreman as a computer systems engineer.

Terence is based within PD Ports' IT department, located at its Tees Dock facility in Middlesbrough. A recently qualified graduate in Information Technology, Terence is responsible for providing IT support to PD Ports' employees. For more information, contact Terence Tyreman on 01642 275471 or [terence.tyreman@pdports.co.uk](mailto:terence.tyreman@pdports.co.uk)



PD Ports Immingham, recently welcomed the arrival of IT systems administrator Andrew Smith. Andrew, who is based at Immingham, is responsible for the maintenance of the IT helpdesk facility and AS400 technologies. For more information, contact Andrew Smith on 01469 552700 or [andrew.smith@pdports.co.uk](mailto:andrew.smith@pdports.co.uk)



## PD PORTS TACKLES PORTS POLICY

**The Government was recently urged to put the environment and regional regeneration at the heart of its future transport policy when PD Ports submitted its response to the Department for Transport's Ports Policy Review consultation.**

The Government undertook to review the policy framework for ports in the Future of Transport White Paper in 2004. The current consultation focuses on issues including the future demand for ports, environmental sustainability and regional development objectives. PD Ports' group development director Martyn Pellew said: "The rise in imports, especially from the Far East has led many supply chains to an over-reliance on South East ports. This has led to ever greater congestion in the South and is holding back economic growth in the North. The Ports Policy Review presents the Government with a crucial opportunity to take tonnes of freight off Britain's congested roads and stimulate much needed regeneration in the regions away from the South East.

"There is a need for joined up Government thinking. At the same time as initiating a discussion on the introduction of road pricing to tackle severe congestion in the South, the Government continues to allow increasing freight movements through Southern ports by granting approvals to their expansion plans, which can only make the problem worse.

"Everyone accepts that the UK needs more port capacity to deal with increased international trade, particularly with the Far East, but the UK needs a more balanced approach about where the cargoes arrive and one that recognises the potential contribution of the regions. In Britain, as an island, we are lucky to have the sea available to help us enable goods to arrive closer to their end destinations. What we need to see is goods and cargoes destined for cities such as Leeds, Manchester and Newcastle being landed at nearby ports and not transported hundreds of unnecessary miles on Southern UK roads on their way up to retailers and consumers in the North.

"Our own Northern Gateway proposal to expand the North East port of Teesport into a deep sea container terminal could bring over 5,500 new jobs and £300m of private inward investment to the Tees Valley. We would be building on brownfield land, and the creation of the Northern Gateway could remove over 900,000 containers of further growth from roads in the South. This would save over 150 "food miles" per container – a reduction of over 70 million lorry miles per annum in the UK."

**For more information, contact Martyn Pellew on 01642 877028 or [martyn.pellew@pdports.co.uk](mailto:martyn.pellew@pdports.co.uk)**

# TALL SHIPS WIN



**PD Ports is delighted to confirm the news that Hartlepool will be the host port for the Tall Ships Race in 2010.** Martyn Pellew, group development director for PD Ports said: "To be granted host status for the Tall Ships Race 2010 is a tremendous achievement for PD Ports and Hartlepool. This famous race is a magnificent event and generates a

great spirit amongst the people and businesses of the region. I have no doubt that this high profile event will be a huge success for the whole of the Tees Valley."

Hartlepool will welcome up to 125 tall ships in August 2010 after being chosen by race organisers Sail Training International to be the finishing point for the race. Hartlepool will greet the ships, which will have sailed from Kristiansand in Norway on the final leg of the race.

**For more information, contact Sean Beach on 01429 427403 or [sean.beach@pdports.co.uk](mailto:sean.beach@pdports.co.uk)**

## LEADING THE WAY

**In October, a selection of PD Ports' employees will embark on the first stage of a new three tiered leadership and development programme scheduled throughout late 2006 and 2007.**

The programme has been established by the Board and will focus on developing the behavioural aspects of leading people and the teams in which they work.

The main aims of this exciting project include developing a common understanding across the entire Group, encouraging a PD Ports 'way of life', utilising all skills, with no barriers, through the use of shared expertise and best practice.

The purpose of the project is to set the scene and working environment for the next three to five years of PD Ports in terms of people development, communication, teamwork and leadership whilst further enhancing personal and company performance.

Russ McCallion, group human resources director for PD Ports said: "We are delighted to offer this exciting development and leadership programme to our staff. It will be an excellent opportunity to further enhance the existing people skills within our organisation and continue to make PD Ports an interesting and rewarding place to work."

**For more information, contact Russ McCallion on 01642 877068 or [russ.mccallion@pdports.co.uk](mailto:russ.mccallion@pdports.co.uk)**

# NORTH EAST CHAMPIONS



In May, PD Ports, Teesport was announced winner of the North East Business Awards for Learning, Training and Skills at a prestigious award ceremony.

During 2005, PD Ports, Teesport invested heavily in its employees and in a quest to further develop the skills of its workers, launched a massive health and safety training scheme. The two tier training scheme involved

440 Teesport employees, ranging from dock operators to senior management. The purpose of the scheme was to further enhance the existing health and safety skills of the workforce.

David Robinson, group chief executive officer for PD Ports, said: "This is a fantastic achievement and recognises all the effort which went into the earlier Safety Passport Training Scheme, which has touched every individual within the company.

"The award clearly recognises the significant progress our training programmes have made within the company and that we are now seeing the positive results of our hard work."

PD Ports, Teesport also won the previously held Tees Valley Business Award for Learning, Training and Skills in April 2006.

**For more information, contact Martyn Pellew on 01642 877028 or [martyn.pellew@pdports.co.uk](mailto:martyn.pellew@pdports.co.uk)**



## DEVELOPMENT PROGRAMME INTRODUCED FOR PORT SECURITY STAFF

**PD Ports, Teesport has initiated a new development programme in preparation for the expected licensing of in house security staff by the Security Industry Authority (SIA).**

This new programme will see all of the Port's in-house security staff undertake training and background checks. This will enable each individual to meet the standards required by the SIA, before licensing becomes mandatory.

Management have undertaken approved training courses to allow them to put their well developed skills to use as approved trainers, while the security officers will benefit both from achieving licensed status and NVQ qualifications.

PD Ports' security manager Denis Murphy said: "We whole heartedly support the initiative to have all security officers, whether in-house or contract, licensed by the SIA. By ensuring that our staff members pass the relevant checks and tests, we intend to maintain a professional service to the company, the Port and its customers whilst continuing to offer all staff the opportunity to develop professionally.

"The role of the security officer is becoming more and more detailed and the protection of people and assets more critical. It is essential that those who are required to search others or to monitor their movements on CCTV, are properly trained and licensed and that the training is regularly reviewed and updated. We expect our officers to achieve nationally recognised qualifications to allow them to perform the tasks required of them at the Port."

PD Ports, Teesport expects that all security staff will achieve at least NVQ Level 2 and pass the required tests by mid 2007.

**For more information, contact Denis Murphy on 01642 277561 or [denis.murphy@pdports.co.uk](mailto:denis.murphy@pdports.co.uk)**

## TEAM WORK

**PD Ports has recently reviewed the way in which it communicates its company wide messages amongst its employees.**

PD Ports' management meetings, previously held within the Port Services and Logistics businesses will now be extended across the Group four times a year. The meetings will cover key health & safety performance matters, financial and operating performance, human resource issues and discussion of major projects.

At the same time the current routine of team briefings will now also be extended across the Group four times a year. The briefings, which were previously focused on the Teesport team, will now also include the Group's more Southern based locations.

Jerry Hopkinson, group chief operating officer for PD Ports, said: "We firmly believe that the Group will greatly benefit from the extension of our existing team briefings and management meetings. In line with our revised company core values this new approach to delivering our messages across the Group will ensure a smoother flow of communication throughout PD Ports."

**For more information, contact Jerry Hopkinson on 01642 877001 or [jerry.hopkinson@pdports.co.uk](mailto:jerry.hopkinson@pdports.co.uk)**

## !!STOP PRESS!!

**In August, PD Ports played host to members of the German Mission to Seamen at its annual Tees and Hartlepool Port Users cricket match.**

This year's match took place at Hutton Rugby Cricket Ground to raise much needed money in support of the German Mission to Seamen, which is under very serious threat of closure.

PD Ports has a long, established relationship with the Mission to Seamen, which was set up over 150 years ago to care for seafarers from around the world.

# PD PORTS TO MANAGE EUROPEAN CONTAINER TERMINAL



**Babcock & Brown Infrastructure (BBI), the owner of PD Ports, announced its recent (51% share) acquisition of Water Container Transport NV (WCT), the second largest inland (canal based) container port in Europe (by volume). BBI has a call option to acquire the remaining 49% within 24 months of financial year close.**

The container terminal, located in Meerhout, Belgium, is 8.5 hectares in area and lies at the centre of the largest container demand region of Europe. WCT has 350 metres of wharf on the Albert Canal and is a highly efficient terminal with berth performance around double the industry average and has key marine and rail links to major container ports of Amsterdam, Antwerp, Rotterdam and Zeebrugge. WCT has annual container throughput of over 170,000 twenty foot equivalent units (TEU). A recently opened rail terminal also links WCT with these ports and into the mainland European hinterland through shuttle block trains. WCT, which lies adjacent to Nike's distribution centre for the whole of Europe, will be managed by PD Ports.

David Robinson, group chief executive officer for PD Ports said: "The acquisition of WCT is an important step forward for both BBI and ourselves at PD Ports. WCT provides PD Ports with a significant container handling base at the very heart of North West Europe. At PD Ports we already have planning applications in process to increase our share of UK container flows through our Northern Gateway Container Terminal project for a major deep sea container terminal at Teesport. Now with WCT, we can work directly with shipping lines serving a far wider customer base and reaching new markets."

**For more information, contact Richard Jennings on 0771 752 7765 or richard.jennings@pdports.co.uk**

# PD LOGISTICS - INVESTING IN PEOPLE



PD Logistics, Billingham, has recently completed a significant employee training scheme led by Acklam Hall Training Services, Middlesbrough College and City Centre Training. The training, which was initiated in January 2006 and ran until the end of July, involved every employee

who had not previously achieved a minimum National Vocational Qualification (NVQ) Level 2 in their field of work.

Many of PD Logistics' workforce hold a vast knowledge and wealth of experience but few had undertaken vocational qualifications to accompany this extensive industry expertise.

Since January more than 21 drivers have successfully attained NVQ Level 2 status in Driving Goods Vehicles with 2 warehousemen successfully achieving NVQ Level 2 in Warehousing & Distribution and 8 clerical staff have gained NVQ Level 2 status in Customer Care. A further 4 staff were awarded pass certificates in Customer Care.

Frank Antropik, general manager for PD Logistics, Billingham said: "By offering each employee the opportunity to achieve a nationally recognised qualification in their specific area of work demonstrates not only our commitment to their ongoing development but also ensures we maintain the highest standards for our customers."

**For more information, contact Frank Antropik on 01642 877303 or frank.antropik@pdports.co.uk**

## FULL STEAM AHEAD



**In July, Corus officially opened a new rail link connecting its steelmaking facility at Corus Teesside Cast Products (TCP) to the Steel Export Terminal at PD Ports, Teesport.**

The new rail link is part of the

10 year Productivity Partnership between Corus and PD Ports that aims to streamline the export of steel slab. During the last nine months, Corus has invested over £2 million in the new rail link and wagons. The investment means that the steel slab now has a much shorter distance and journey time to travel in order to be delivered to the dock for loading onto ships. This investment will result in quicker loading times and significant annual cost savings.

The partnership has also seen PD Ports recently invest in new magnet-equipped forklifts plus two new Gottwald cranes, that will help deliver cost and space savings as the port handles the significant uplift in its steel export volumes from TCP.

"We are delighted with the new rail opening as it marks another step forward in helping us both to be more responsive to our customers' needs. Improving our overall use of rail has also been a strategic aim of PD Ports for over two years. We are very pleased to see slab trains now operating on this new private rail link," said Jerry Hopkinson, group chief operating officer for PD Ports.

**For more information, contact Trevor Meredith on 01642 277560 or trevor.meredith@pdports.co.uk**

# SALE OF H&L GARAGES



**In September, PD Ports announced that it had sold its Mercedes Benz commercial vehicle**

**dealership business, H&L Garages Ltd, to management led, Dusted Powder Ltd.** The business will continue to trade as H&L Garages.

H&L Garages had been part of the Powell Duffryn group for more than

ten years prior to the reorganisation that created the Group in 2004. H&L Garages is based at Killingholme near Immingham in Lincolnshire and has branches at Boston, Grantham, Hull, Lincoln, Scunthorpe and York as well as Killingholme. The business has an annual turnover of £48m and employs 300 staff. "When we and BBI looked at the PD Ports business acquired earlier this year we felt that H&L Garages, whilst successful, did not fit the long term core BBI strategy. We have therefore pursued a sale of the business as being in the best interests of all parties. We shall be sorry to lose our H&L colleagues from the Group but the management team there is really committed to taking the business forward and we wish them all the best," commented PD Ports' group chief executive officer, David Robinson.

**For more information, contact Martyn Pellew on 01642 877028 or [martyn.pellew@pdports.co.uk](mailto:martyn.pellew@pdports.co.uk)**

## GO AHEAD FOR GASPORT FACILITY ON TEESSIDE

**PD Ports and Exceletrate Energy Limited have recently received approval for their plans to build a Liquefied Natural Gas (LNG) importation facility on Teesside.**

In June, Exceletrate Energy Limited Partnership submitted a planning application to both Redcar & Cleveland Borough Council and Stockton Borough Council to build the Teesside GasPort facility at Teesport. The proposed facility involves shipment of Liquefied Natural Gas aboard Exceletrate Energy's proprietary Energy Regasification Vessels (EBRVs), which are equipped with onboard revapourisation equipment. These ships will dock at Teesport and will deliver pipeline pressure natural gas into the national transmission system for distribution throughout the UK. These plans have now received approval from both councils. Exceletrate will ship LNG to Teesport from sources around the world. Gas piped from fields in remote parts of the world such as Africa, Northern Russia, the Middle East and the Far East will first be piped to nearby overseas ports and cooled to a liquid at a temperature of minus 170oc. The liquid gas will then be loaded aboard Exceletrate's ships and sailed to Teesport.

The revapourisation of the gas at Teesport will be performed by the EBRVs themselves. The gas can then be supplied into the existing national gas networks adjacent to Teesside.

David Robinson, PD Ports' group chief executive officer has welcomed the go ahead for the plans at Teesport. He emphasised the importance of the success of the planning application, and also acknowledged the support from both councils to fast track the approval.

Construction of the new GasPort is targeted for completion in December 2006 with the first LNG ships arriving at Teesport early in the New Year.

**For more information, contact Trevor Meredith on 01642 277560 or [trevor.meredith@pdports.co.uk](mailto:trevor.meredith@pdports.co.uk)**

## COMMUNITY SPIRIT

**A new community support scheme has been rolled out across PD Ports to offer help and encouragement to the personal outside work interests and pursuits of its workers and their immediate families.**

The scheme, which was successfully piloted across PD Ports, Teesport throughout 2005 has now been extended to all areas of the company. The purpose of the support scheme is to show goodwill to the personal and leisure time interests of all PD Ports' employees by offering financial support up to the sum of £250 toward their cause. The system works on a quarterly basis, with four qualifying entries randomly selected to receive an award from PD Ports' group chief executive officer, David Robinson.

This exciting initiative has already positively helped many employees since it began almost a year ago. So far the funds granted to employees have helped activities for a local voluntary group supporting handicapped people and their families, provided equipment for numerous football teams, funded training for European champion swimmers and helped with new local playground infrastructure. Jerry Hopkinson, PD Ports' group chief operating officer said: "I am delighted to see that the introduction of a PD Ports community support scheme has contributed to the progress and success of our employees' personal goals and interests. We are confident that the success of this new scheme will continue to thrive across the company."

If you would like to submit an entry for consideration please send a letter stating why you require the grant and how it would be put to use to, Kirsten Potter, PD Ports' marketing services executive at 17-27 Queen's Square, Middlesbrough, TS2 1AH.

**For more information, contact Kirsten Potter on 01642 877026 or [kirsten.potter@pdports.co.uk](mailto:kirsten.potter@pdports.co.uk)**

## Get in touch with us...

If you have any stories you would like to include in the next edition of Forward Link, contact: **Kirsten Potter on +44 (0)1642 877026 or [kirsten.potter@pdports.co.uk](mailto:kirsten.potter@pdports.co.uk)** alternatively you can submit stories to our new Forward Link email address at **[forwardlink@pdports.co.uk](mailto:forwardlink@pdports.co.uk)**